

Strategies for Managing Change

Washington State Employee Assistance Program

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Identify Support Systems

	Strong Support	Sometimes Support	Source of Stress
Spouse or partner	_____	_____	_____
Extended Family	_____	_____	_____
Children	_____	_____	_____
Friends	_____	_____	_____
Neighbors	_____	_____	_____
Physical Health	_____	_____	_____
Psychological Health	_____	_____	_____
Faith	_____	_____	_____
Finances	_____	_____	_____
Job	_____	_____	_____
Commute	_____	_____	_____
Other _____	_____	_____	_____

Explore Control vs. Influence

Control = What you have direct and complete power to change

Influence = What you have indirect and partial power to change

- What do I have control over at this point?
- What can't I control?
- What do I have influence over at this point?
- What can't I influence?
- What am I unsure about?

How Can I Minimize the Negative Impact of Change?

- **Communicate** during times of major transition.
- **Educate** yourself and your loved ones on the nature of stress and how to cope with it.
- **Develop** opportunities for increasing your social support.
- **Strategize** by touching our worst fears (dragons) and plan from this worst-case scenario.
Then develop a best-case scenario.
- **Seek** resources to guide you in making the best personal and/or career decisions.
- **Create** a long-term vision of where you want to be in your personal and professional life.